

HRC NEWS & VIEWS



Volume 6, Issue 10
OCTOBER 2010

EMPLOYEES HONORED FOR SERVICE

The 2010 Years of Service Ceremony was held at the College Park Auditorium in Grand Island on Tuesday, October 12. Presenting awards for all employees was Governor Dave Heineman in addition to Kerry Winterer, CEO; Dr. Joanna Schaefer, Director of Division of Public Health, and Jodi Fenner, Director of Division of Developmental Disabilities for employees of DHHS. The Governor expressed his appreciation to all Nebraska State Employees for their years of service and hard work to provide exceptional products and quality services to the citizens of our State.

October has been declared "State of Nebraska Employee Recognition Month". There will be 1,968 employees honored for their years of dedication. This year will also include recognition to seven employees celebrating 50 years of service!

Congratulations on all achievements!



Back row: Tracy Polage, Irene Fronning and Robin Adams. Middle row: Kurt Weseman, Bill Gibson, Kennetha Morehouse, Vickie Maulucci, Carol Kindig, Christ Martin, Jill Kramer, Mary Ann Koch and Corinne Jensen. Front row: Linda Weber. *Photos by Marj Colburn*

Other employees to be recognized, but not in attendance: Sherry Block (25), Carolyn Brown (10), Daniel Fox (10), Carolyn Johnson (30), Teresa Mullen (20), Paula Thompson (20), Randy Torske (15) and Jane Wells (20)

Hastings Regional Center Annual Employee Recognition Tea

Tuesday, October 26
1:30 pm – 4:00 pm
South Cafeteria Bldg. 3

We will be honoring all employees for their years of hard work and dedication, and give special recognition to employees with five year increments in service years.

All employees should attend this special event to enjoy refreshments, and register for the door prizes.

Provided by:
Employee Recognition
Committee

Tracy Polage - 10 years



EMPLOYEES RECOGNIZED

Chris Martin - 20 years



Vicki Maulucci - 20 years



Kennetha Morehouse - 20 years



Robin Adams - 30 years



Corinne Jensen - 30 years



Mary Ann Koch - 30 years



Jill Kramer - 30 years



Linda Weber - 30 years



Carol Kindig - 35 years



Irene Fronning - 35 years



WHAT DOES THE FUTURE HOLD BY MARJ COLBURN



What we do know!

- ⇒ The closure of HRC has been placed on the 90% budget reduction in an effort to meet the projected budgetary shortfall.
- ⇒ HRC has had the threat of closure looming over its head for about the past 8 years, between Immediate Jeopardy from CMS and Legislative bills. We are still open.
- ⇒ There is a plan approved in the Capital Construction Requests to build a new CD treatment/secure facility that was discussed approximately 4 years ago, location not determined.
- ⇒ There is a plan approved in the Capital Construction Requests to relocate the Bridges Program into the community.
- ⇒ HRC is funded through June 30, 2011.
- ⇒ A listing of all proposed actions in the 90% budget reduction can be found starting on page 346 of the DHHS 2011-2013 Biennial Budget Request.
- ⇒ Should the closure of HRC become a reality, there is an HR process in place related to staff bumping rights, the lay off process, and other staff concerns. It

is the same process that was followed in the past.

- ⇒ There is no known date planned for the potential closure of HRC.
- ⇒ Information will be shared with staff just as soon as it is known. LaDene and Marj can address whatever rumors are being heard and tell staff what they know about those rumors.



- ⇒ We can't be distracted from the care of the youth by all that is going on around us. Keep your conversations about this away from the youth when you do feel the need to talk. We don't need something really bad happening that causes us undue notoriety because we are not focused on our responsibilities in taking care of the youth.
- ⇒ The reason for some individual resignations recently had nothing to do with the presentation made by Scot Adams. Those processes were already in motion prior to that event.

⇒ The State of Nebraska is moving towards consolidating some work and work processes in Lincoln. Some positions on this campus have been effected by those decisions and are not related to the suggestion of closing HRC.

⇒ We will continue to recruit and fill vacant positions as they become open.

⇒ HRC does quality work with the youth we serve.

What we don't know!

I started trying to develop a list of what we don't know, and the list just became longer and longer. There are too many variables and possibilities to list all of the things we don't know. All I can assure you is that as soon as anything is known for sure, it will be shared with staff. LaDene and I will continue to meet with staff to address information and its potential impact just as soon as we are aware of the information. I know this is a tough and stressful time for everyone and we are doing our best to keep you as informed as we can. Thank you for your support and your willingness to ride out the tough rollercoaster ride (again) as we continue to take care of business and move forward in spite of all of the distractions.

Women are angels. And when someone breaks our wings, we continue to fly.....on broomsticks. We're flexible like that.

THANK YOU!!!

The Human Resource Department wishes to extend to the Hastings Regional Center Timekeepers our sincere appreciation for the tea held in our honor on September 9th. We truly appreciated it. You have all been part of a GREAT team, working together to get our staff at HRC paid correctly. Our department is facing many changes in our days ahead, which includes the difficult task of saying good bye to long time co-workers and friends. We are going to need the continued support of our timekeeper team as we work through this transition period.

We also wish to extend a "Thank you" to all who attended. We see everyone's name every pay cycle, but we don't always get to touch base with you face to face. The opportunity to do that is always appreciated. We will keep you posted as changes take place.

Sincerely,

The Human Resource Department:

LaDene Madson, Randy Coil, Sheila Monnier, Diann Schmidt and Carolyn Brown



30 YEARS LATER

October 3, 2010 all to quickly my last night of work has arrived. After 30 years, I am retiring!

Although parties are usually in the day time, permission was given to hold my retirement party at night. Thank you for those who allowed that to happen; also, thanks for those who made the gift from HRC available, so very much appreciated. The cakes that were provided were enjoyed, along with the coffee and tea, napkins and paper products that were provided came in handy.

Special thanks to Scott and Janet, the night supervisors and to my 11 YCSI co-workers. All the time and effort, all the great food, the monetary gift and the care with special notes were all greatly appreciated. What a special night and what a surprise! Thanks to a great group of people.

To others for gifts, cards, hugs or verbal best wishes, thank you. To Carolyn J. for being at the party for awhile even though you had to be back at work a few short hours later, thanks so much.

Goodbye HRC. Thanks to all who've made my last days so special.

Jill Kramer

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Photos by Rose Henricksen

Biology 101 in Building 5 by Cheri Delay

In February/March, hibernating monarchs in Mexico and Southern California reawaken and begin the flight northward to lay their eggs and die after having lived 4-5 months through the winter down south. The first generation are born up north in March to April, the second generation in May to June, the third generation in July to August, and in September to October, the fourth generation are born. This fourth generation does not die right away. They migrate back to Mexico or Southern California to hibernate throughout the winter and start the cycle all over again.

We recently had the magical experience of viewing the stages of metamorphosis “up front and personal” of a monarch butterfly. A caterpillar was discovered during a Wellness Walk on the HRC campus. As an educational project, it was given a temporary home in Building 5 on September 14. For one day after it was relocated, it continued to eat at a pretty rapid pace for such a small creature. (From the time they hatch from their egg to the time they decide to go into their chrysalis is about 2 weeks.) The next day it stopped eating and went on a search of its container to find just the right spot to attach itself and enter the next stage of its life – the chrysalis – which it did on September 16 (see photo #1). It hung there for about 12 hours and then its outside skin was shed and a light jade green covering slowly crept from its head to its tail.

#1



#2



From September 16 to September 28, it “hung out” (see photo #2) changing inside the chrysalis. If you looked closely, its wings could be seen through the very delicate lining.

On September 27, the entire chrysalis started changing from a beautiful jade green with a gold band around the top and gold specks here and there to black in color with the same gold markings. At this stage, you could very clearly see the orange and black of the wings.

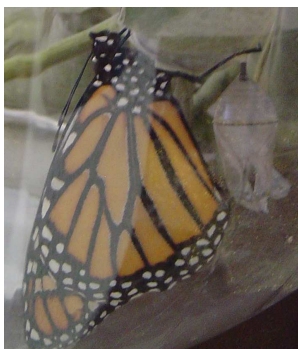
When staff arrived on Tuesday morning, September 28, they found the chrysalis had changed in color to totally black (see photo #3). At 9:30 a.m., it “burst” out of the bottom of its chrysalis and clung to it as it started to dry itself out. It had a very large body and very tiny wings.

#3

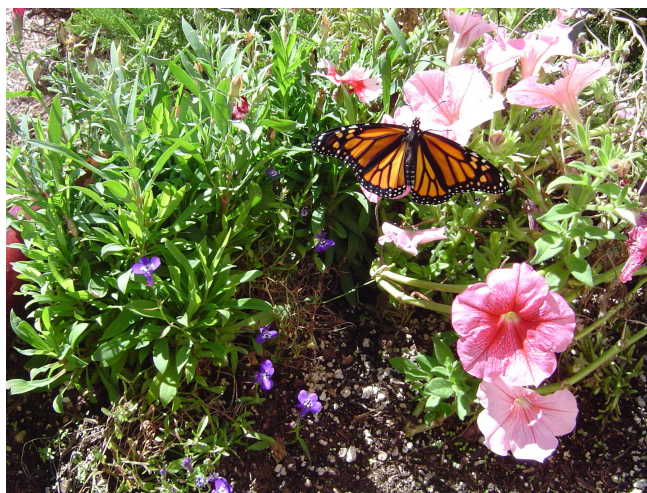


As minutes passed, the butterfly pumped its abdomen working its wings to full size (see photo #4). After giving the wings time to dry, the butterfly was released so it could start its journey south to winter in sunny Mexico or Southern California. I’m sure in about two months we will wish we had been able to fly along with it. I know for sure I will!!!!

#4



Come said the wind to the leaves one day,
Come o’er the meadows and we will play.
Put on your dresses scarlet and gold,
For summer is gone and the days grow cold.
- A Children’s Song of the 1880’s





Farewell from Sheila Monnier

Farewell!!!! I have had a great time at HRC and will miss all of you tremendously. I have made so many friends over the past, almost 19 years. I wish the best to everyone in the future. Thank you!!!

Thank You!

Thanks to all who recognized the Housekeepers during Housekeeping week. It is nice to be appreciated, and reminds us what great people that we work with. Thanks again.

Housekeeping Ladies



FOR SALE

Barely used **Playstation 2**, single controller, 2 memory cards, 5 games including "Grand Theft Auto". Asking \$75.00 for all. Contact Mary Ann @ 3209 or 462-2997.

Here are some of the Special Days In **OCTOBER**

Week of 23rd -31st Drug Awareness

Adopt A Shelter Pet Month

Computer Learning Month

Family History Month

National Apple Month

National Clock Month

National Dessert Month

Energy Awareness Month

National Pizza Month

National Popcorn Popping Month

10/15 -- National Grouch Day

10/16 -- Boss's Day, World Food Day & Sweetest Day

10/23 Make a Difference Day

10/31 Halloween



LAZY APPLE PIE *From the kitchen of Pat Adrian*

Butter a pie pan or 8" or 9" pan. Slice 5—6 large apples. Put in pan and cover with 1/2 cup sugar and 1 tsp. cinnamon.

Make the following batter:

1/2 cup white sugar	1 egg
1/2 cup flour	1/4 cup melted oleo

Spread over apples and bake for 45 minutes at 350°. Can be served with Cool Whip.

Can be made with peaches, but they are juicer, so put a baking sheet under the pan.

Pumpkin Pie in a Bag *borrowed from the kitchen of Brian Crouse for Mary Lou*

For each person

- small zip freezer bag
- 1/8 cup milk
- 2 T canned pumpkin
- dash of pumpkin pie spice
- 1 T instant vanilla pudding mix
- ginger snaps

1 Combine the milk and instant pudding in the bag.

2. Remove the air from the bag and seal it.

3. Squeeze and knead with hands until the mixture is blended.

4. Add the pumpkin and pumpkin pie spice.

5. Remove the air, and seal the bag.

6. Squeeze and knead with hands until blended.

7. Place ginger snaps on a cup (Dixie cup will work or cupcake liner).

8. Cut the corner of the freezer bag, and squeeze pie filling into the cups.

9. Garnish the cups with whipped topping.

10. Provide spoons. Enjoy.

GREAT JOB WELLNESS/RECOGNITION COMMITTEE

They did it again! There was an excellent variety of health and fitness material, demonstrations and lots of information at the 2010 Employee Wellness Fair.

The healthy snacks of apples –n– dip, caramel corn and fruit slushes were just the right thing to fight the afternoon hunger pains.

Thanks for all your hard work in organizing this event, and for helping us stay healthy!

MANDT CERTIFICATION COMPLETED

Having successfully completed the instructors course for Mandt certification the last week of September, HRC now has three new instructors: Grant Johnson, Greg Zoucha and Scott Stickels. Great job gentlemen!

Joining them were four other employees who participated in the recertification Mandt training course. This group included the following employees: Beth Bartell, Heather Sidders, Jean Luther and Tracy Polage. In addition to being an instructor, Beth has been the organizer of the classes and has been very instrumental in making sure everything is in place. Her commitment has allowed our staff and other area agencies to participate in the training close to home rather than traveling out of state.

HRC has been fortunate to have the experience, knowledge and dedication of these individuals whom we rely on to teach the important skills of Mandt.

Thank you for your continued dedication and future support of providing direction in this important support system.



Weldon Long autographing books for the HJCDP Library in his **HUSKER RED** tie.

Worst Halloween Treat



When we were young and going out trick or treating, the older siblings had to take care of the younger ones. In order to make the best use of time, we carried the younger siblings on our shoulders instead of dragging them along or waiting patiently for them. Plus, if we had really young ones with us, that was just one more family member bringing home treats. I had one of my sisters on my shoulders and it was at that time that she decided to "wet" on me! shared by Jean Luther



Old rotten candy!!! shared by Vicki Maulucci



A popcorn ball that was so hard it could be used to play baseball! shared by Corinne Jensen

CHANGING YOUR LIFE by Corinne Jensen

After 13 years in and out of state and federal prisons, losing his father to alcoholism and being homeless, things began to change for Weldon "Wally" Long.

It started out with little things, which then spiraled out of control and later these things became bigger things. One example of this was given through the story of his attempt to pawn a gun for money to pay rent. After a series of events, he ended up in prison. During his time in and out of prisons, he became desensitized. It was no big deal to be locked up. He learned, if you don't take control of your life now, there are people who will control your life for years. If you think it will not happen, you are sadly mistaken. You have to take responsibility for your actions. It is not always easy to do the right thing as was evidenced in his recollection of performing CPR to save a guards life in prison. You have to decide if you will let the situation define you.

Later while Weldon was in prison, his father died at the age of 59. He thought he would have a chance to prove to him he could change, and thought how ashamed his father was of him. It was then, he decided to change. By following some simple principles in Dr. Stephen Covey's book "7 Habits of Highly Effective People", he was able to put his life back on track and become the father his own son deserved.

Today, Weldon is a successful businessman and speaker to leaders and professional groups. His message to the youth is, you cannot change overnight, nor will you know everything when you walk out these doors. Each of us has to decide the course of our lives.

In closing, Mr. Long encouraged the youth to focus, identify goals and writing them down to be reviewed every day. You got to figure out how bad you want it. You are not alone.

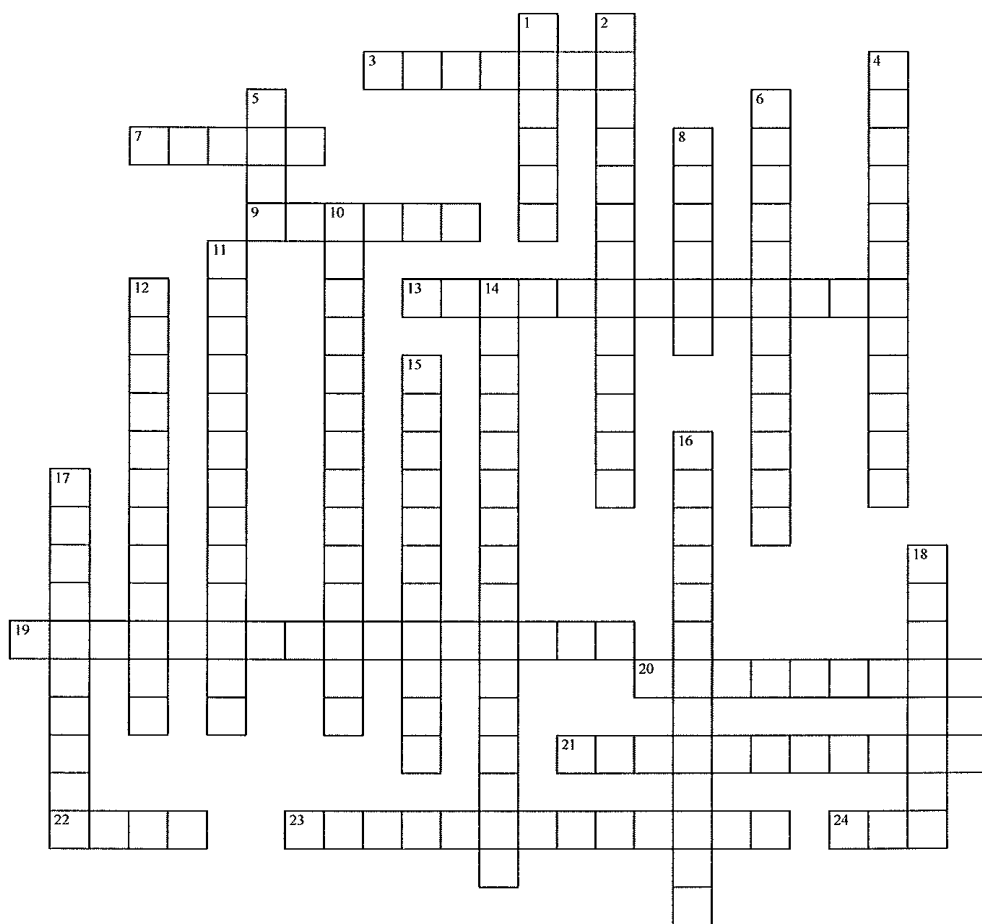
Editor's note: Mr. Long requested no pay for his presentation and donated six, autographed books to HRC. Weldon is the author of "The Upside of Fear".

Here comes Joint Commission

HUSKER THANK YOU!

I would like to send a huge Husker thank you to everyone who came to the farewell party for Russ and I. I appreciated the time you took to come down and say good-bye as I move to the Developmental Disabilities Division of DHHS. Until my new office location is settled, I'll still be hanging around HRC between trips to Lincoln and other work throughout the State. HRC has been my "work home" for so long and I will always appreciate the kind words and actions that have been shared from the time I began in 1989. The best part of working here has been the relationships and friendships. I also want to especially thank Sherry, Cheri, Corinne, and Heather for the work to put the party together and everyone who brought the wonderful food. Best wishes to all and I will still see you around DHHS in the future.

Susan Kotas



Be the first employee to submit all the correct answers to Corinne Jensen and win a prize!

ACROSS

- 3 Appropriate response to surveyor questions
- 7 Number of years between JC surveys
- 9 Important for staff and youth
- 13 Joint Commission surveys for _____
- 19 Manual HRC will be surveyed by
- 20 "rules" of the Joint Commission
- 21 What not to share
- 22 Only referral source for HJCDP
- 23 A big key for safety
- 24 Do this if you aren't sure

DOWN

- 1 Method used by the surveyors
- 2 Just as important as talking
- 4 Specific approach when working with a youth
- 5 Two forms of ID must be used when passing _____
- 6 Only type of restraint used at HRC
- 8 Staffing the units safely
- 10 Most of the surveyor time is spent with _____
- 11 Successful completion of the Joint Commission Survey
- 12 A signal that surveyors are in the area
- 14 Knowing what is going on with the youth
- 15 One patient safety goal
- 16 Practice for surveyor questions
- 17 Demonstrating you can do a task
- 18 Best source of information about the program

HRC EDITORIAL BOARD

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AA/EOE/ADA